

# Comprehensive Recruitment Simulation and Professional Development

Enhancing Employability Through Ethical Hiring  
Practices, Assessment-Centre Activities, and  
Career Planning



# Week 9 Session Overview



## Recruitment Simulation Activities

You will take part in a realistic recruitment simulation, including mock interviews, assessment activities and candidate evaluation.



## Entrepreneurial Perspective

You will take on roles such as recruiter, hiring manager, business owner, candidate or observer to experience recruitment from different perspectives.



## Professional Development and Planning

You will reflect on the skills you have developed, review your progress and create a personal career and business action plan.

# Learning Outcomes to Achieve



## **Apply Interview and Recruitment Skills**

Apply interview and recruitment skills in realistic workplace scenarios



## **Participate in Mock Interviews and Assessment Activities**

Participate effectively in mock interviews and assessment-centre activities, then evaluate candidates using evidence-based criteria



## **Reflect on Professional Development**

Reflect on professional skill development, review portfolio evidence, and develop career and business action plans

# Key Topics Covered This Session



## Mock Interviews and Question Practice

Mock interviews and structured question practice using evidence from experience



## Assessment-Centre Activities

Assessment-centre activities focused on problem-solving and prioritisation under constraints



## Candidate Evaluation and Career Planning

Candidate evaluation, decision-making, portfolio review, and career planning with an entrepreneurship lens

# Part 1: Welcome and Module Reflection



## Starter Activity

Reflect on progress, the most useful topic, remaining improvement needs, and how understanding of recruitment has changed



## Small-group Discussion

Compare perspectives and identify development themes



## Tutor-led Discussion

Employer expectations, the organisational impact of recruitment decisions, and why entrepreneurs need strong recruitment skills

# Mock Interviews and Assessment-Centre Activities



## Take Part in Mock Interviews

You will take part in mock interviews in pairs, using interview questions designed to prepare you for your interview next week.



## Complete an Assessment-Centre Challenge

You will complete a group problem-solving or business prioritisation task (time dependent), giving you the opportunity to demonstrate your communication, teamwork and decision-making skills.



## Reflect and Evaluate

You will reflect on the activity and consider what went well, the quality of the evidence provided, and what could be improved. You will also consider whether the recruitment process was fair and evidence-based.

# Mock Interview Practice: Question Set



## Questions You Will Be Asked

You will answer questions about yourself, problem-solving and managing competing priorities. Use examples where possible.



## What to Include in Your Answers

Explain why you are interested in the role and the skills, strengths and experience you could bring.



## Keep Your Answers Structured

Give clear and focused answers that provide enough evidence for the interview panel to assess you fairly. Use STAR or SHER where appropriate.

# Mock Interview Techniques to Apply



## Use STAR Technique

Use STAR technique to structure answers with situation, task, action, and result



## Use SHER Technique

Use SHER technique to strengthen evidence with situation, how, evidence, and reflection



## Practise Active Listening

Practise active listening and professional communication throughout the conversation



## Ensure Observable Evidence

Ensure responses provide observable evidence that can be evaluated fairly

# Assessment-Centre Challenge: Option Group Problem-Solving



## Team Problem-Solving Challenge

You will work as a team to solve a workplace problem within a set time. Focus on sharing ideas, communicating and working together.



## Example Scenario

Imagine customer satisfaction has suddenly dropped. As a team, discuss the possible reasons and create a simple action plan to improve it.



## What Will Be Assessed?

You will be observed on how you communicate, contribute ideas, solve problems, make decisions and work with others.

# Assessment-Centre Challenge: Business Prioritisation



## Decide What Comes First

You will be given several business priorities and must rank them in order of importance. Consider limits such as budget, time and recruitment needs.



## Consider Different Stakeholders

Think about how your decisions could affect employees, customers and the business owner. Try to balance their different needs.



## Explain Your Decisions

Be prepared to explain why you chose your order of priorities. Consider the advantages, disadvantages and possible consequences of your choices.

# Recruitment Challenges Employers Face



## **Budget and Time Constraints**

Limited budgets and time pressures can restrict recruitment options and decision flexibility



## **Talent Supply and Retention Challenges**

Skills shortages and staff retention pressures affect long-term talent outcomes



## **Ethical Recruitment and Balancing Criteria**

Bias and discrimination risks require ethical recruitment, alongside balancing qualifications with personal qualities

# Entrepreneurial Link: Why Recruitment Impacts Growth



## Amplified Consequences for Small Businesses

Small businesses face amplified consequences from poor recruitment decisions



## Direct Impact on Business

Hiring choices directly affect performance, team stability, and business momentum



## Entrepreneurs' Recruitment Role

Entrepreneurs therefore need recruitment capability to balance fairness, ethics, and business needs

# Reflection Worksheet



## Identify Professional Skill Improvements

Identify which professional skills improved most and describe how that improvement is evidenced



## Clarify Areas for Development

Clarify which areas still require development and what has been learned about recruitment and employability



## Assess Readiness and Define Next Steps

Assess readiness for future opportunities and define next steps for continued growth. What goals have you set yourself?

# Examples of Possible Goals



## **Apply for Employment and Prepare Application Materials**

Apply for employment and prepare application materials for targeted roles



## **Improve Interview Performance and Build Professional Presence**

Improve interview performance and build professional presence such as a LinkedIn profile



## **Develop Leadership Skills and Gain Experience**

Develop leadership skills, gain work experience, or start a business venture

# Key Takeaways

## **Employability is an ongoing process**

Employability is an ongoing process that continues beyond university

## **Recruitment requires responsibility**

Recruitment requires responsibility and ethical decision-making

## **Professional development continues**

Professional development continues through practice and reflection

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- Campion, M.A., Palmer, D.K. and Campion, J.E. (1997) 'A review of structure in the selection interview', *Personnel Psychology*, 50(3), pp. 655–702. DOI: <https://doi.org/10.1111/J.1744-6570.1997.TB00709.X>
- Fugate, M., Kinicki, A.J. and Ashforth, B.E. (2004) 'Employability: A psychosocial construct, its dimensions, and applications', *Journal of Vocational Behavior*, 65(1), pp. 14–38. DOI: [10.1016/j.jvb.2003.10.005](https://doi.org/10.1016/j.jvb.2003.10.005)
- Torrington, D., Hall, L., Taylor, S. and Atkinson, C. (2020) *Human Resource Management*. 11th edn. Pearson.

**Next Week (Week 10)**

**Assessment 2 – Simulated  
Recruitment Interview**

**Please arrive at your allocated interview  
time.**

**If you have any questions,  
please do not hesitate to get in  
touch.**

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